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					IPF Threshold 0.8	IPF-1 Threshold 0.8	IPF-2 Threshold 0.9						Selected for Consideration	Average IPF	Number Affected 53	Percentage of GGDM 20%	44	
Name	Dept.	SP No.	Ref. Ind.	Salary Group	IPF	IPF-1	IPF-2	PSP	PSP-1	PSP-2	Low Performance Flag	Supervisor						
	Data Mgt	139139	UAX/Y/DC		0.5	0.9		N	N	N		1 Huber, Allan	Manage out	1 0.7			0 f	Manage out
Pheigaru, Shelly	Data Mgt	199920	UAX/Y/DW	7	0.7	0.8	0.9	N	N	N		3 Petit, Randy		1 0.8			1 f	
	Data Mgt	220254	UAX/Y/DW		0.8	0.9		N	N			1 Petit, Randy		1 0.85			1 m	
	Data Mgt	214311	UAX/Y/DS		0.9	0.8		N	N			1 Meek, Jenice		0.85				Adjustment issues to Shell. Solid performer, good delivery in 2014, 2015. Keep and continue performance management.
	Data Mgt	220971	UAX/Y/DP		0.9	0.8		N	N			1 Holland, Dave		1 0.85			1 m	
	Data Mgt	216312	UAX/Y/DC		0.9	0.8		N	N			1 Huber, Allan		1 0.85				Good performer, new hire. Low first quarter as shell staff.
	Data Mgt	208000	UAX/Y/DC		0.8	1	0.9	N	N	N		2 Huber, Allan	Manage out	0.9			0 f	Manage out. Higrade vacance for L.A. Exploration.
	Data Mgt	10183301	UAX/Y/DW		0.8	0.9	1	N	N	N		1 Petit, Randy		1 0.9			1 f	
	Data Mgt	10831087	UAX/Y/DW		0.8	0.9	1	N	N	N		1 Petit, Randy		1 0.9			1 f	
	Data Mgt	10159497	UAX/Y/DS		0.9	0.9	0.9	N	N	N		1 Meek, Jenice		1 0.9			1	
	Data Mgt	216845	UAX/Y/D		0.9	0.9		N	N			0 Fleischmann, Karl		0.9				Critical coverage in Brazil, good performer
	Data Mgt	209538	UAX/Y/DW		0.9	0.9	0.9	N	N			1 Petit, Randy		0.9				Good, consistent performer. Remaining PP coverage, potential PDM if needed for redeploment
	Data Mgt	108788	UAX/Y/DT		1	0.8	0.9	N	N	N		2 Meith, Robert		0.9				
	Data Mgt	196024	UAX/Y/DW		1	0.9	0.9	N	N	N		1 Petit, Randy		0.933333				
	Data Mgt	221403	UAX/Y/DP		1	0.9		N	N			0 Holland, Dave		0.95				
	Data Mgt	218015	UAX/Y/DC		1.1	0.8		N	N			1 Huber, Allan		0.95				New Hire, solid performer. 0.8 is a 3-month window at end first year.
REDACTED	Data Mgt	133826	UAX/Y/DS REDACTED		0.9	1	1	N	N	N		0 Meek, Jenice		1 0.966667			1 f	Poor fit with deparement. Leaving on Materiatiy leave 11/1/15. Working with SCAN HR to reduce vacancy
	Data Mgt	83698	UAX/Y/DT		1	1	0.9	N	N	N		1 Fleischmann, Karl		1 0.966667			1 m	Issues as supervisor.
	Data Mgt	10770178	UAX/Y/DP		1	0.9	1	N	N	N		0 Fleischmann, Karl		0.966667				
	Data Mgt	193668	UAX/Y/DC		1	1	0.9	N	N	N		1 Huber, Allan		0.966667				
	Data Mgt	109776	UAX/Y/DP		0.9	0.9	1.1	N	N	N		0 Holland, Dave		0.966667				
	Data Mgt	186148	UAX/Y/DC		0.9	1	1.1	N	N	Y		0 Huber, Allan		1 1			1 f	Consistent behavior problem, erratic delivery.
	Data Mgt	10830228	UAX/Y/DS		1	1	1	N	N	N		0 Meek, Jenice		1				
	Data Mgt	208795	UAX/Y/DP		1	1		N	N			0 Holland, Dave		1				
	Data Mgt	103097	UAX/Y/DT		1.1	0.9	1	N	N			0 Meith, Robert		1				
	Data Mgt	206432	UAX/Y/DC		1.1	1	0.9	N	N			1 Huber, Allan		1				
	Data Mgt	135755	UAX/Y/DC		1.1	0.9	1	N	N			0 Huber, Allan		1				
	Data Mgt	10175939	UAX/Y/DW		0.9	1.2	1	N	Y	N		0 Petit, Randy		1.033333				
	Data Mgt	88517	UAX/Y/DP		1	1.1	1	N	N	N		0 Holland, Dave		1.033333				
	Data Mgt	196284	UAX/Y/DC		1	1.1	1	N	N	N		0 Huber, Allan		1.033333				
	Data Mgt	201481	UAX/Y/DC		1.1	1.1	0.9	N	N	N		1 Huber, Allan		1.033333				
	Data Mgt	174140	UAX/Y/D		1.2	0.9	1	N	N	N		0 Fleischmann, Karl		1.033333				
	Data Mgt	151513	UAX/Y/DW		1.1	1	1.1	Y	N	N		0 Petit, Randy		1.066667				
	Data Mgt	195969	UAX/Y/DW		1.1	1.2	1	N	N	N		0 Holland, Dave		1.1				
	Data Mgt	10830270	UAX/Y/DT		1.2	1.1	1	N	N	N		0 Meith, Robert		1.1				
	Data Mgt	102001	UAX/Y/DS		1.3	1	1	N	N	N		0 Meek, Jenice		1.1				
	Data Mgt	200478	UAX/Y/DS		1.3	1	1	N	N	N		0 Meek, Jenice		1.1				
	Data Mgt	180691	UAX/Y/DP		1	1.2	1.1	N	N	N		0 Holland, Dave		1.1				
	Data Mgt	139969	UAX/Y/DC		1.1	1.1	1.1	Y	N	N		0 Fleischmann, Karl		1.1				
	Data Mgt	215437	UAX/Y/D		1.1	1.1		N	N			0 Fleischmann, Karl		1.1				
	Data Mgt	218771	UAX/Y/DP		1.3	0.9		N	N			0 Holland, Dave		1.1				
	Data Mgt	10830539	UAX/Y/DW		1	1.3	1.1	N	N	N		0 Petit, Randy		1.133333				
	Data Mgt	197124	UAX/Y/DC		1.2	1.1	1.1	N	N	N		0 Huber, Allan		1.133333				
	Data Mgt	10537204	UAX/Y/DS		1	1.1	1.3	N	Y	N		0 Fleischmann, Karl		1.133333				
	Data Mgt	190940	UAX/Y/DC		1.3	1.2	1	Y	N	N		0 Huber, Allan		1.166667				
	Data Mgt	10832275	UAX/Y/DS		1.2	1.3	1.1	N	N	N		0 Fleischmann, Karl		1.2				
	Data Mgt	10842988	UAX/Y/DP		1.2	1.3	1.1	N	N	N		0 Holland, Dave		1.2				
	Data Mgt	213111	UAX/Y/DS		1.2	1.2		N	N			0 Meek, Jenice		1.2				
	Data Mgt	124099	UAX/Y/DW		1.3	1.2	1.1	N	N	N		0 Petit, Randy		1.2				
	Data Mgt	147579	UAX/Y/DC		1.3	1.2	1.1	N	N	N		0 Huber, Allan		1.2				
	Data Mgt	133211	UAX/Y/DC		1.3	1.3	1	N	N	N		0 Huber, Allan		1.2				
	Data Mgt	191526	UAX/Y/DP		1.3	1.3	1.1	Y	N	N		0 Holland, Dave		1.233333				
	Data Mgt	10173239	UAX/Y/DP									0 Huber, Allan						

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